

②

PROFESSIONAL PAPER 395 / May 1984

AD-A145 903

RETENTION IN THE NAVY'S SELECTED RESERVE: AN ANALYSIS COMBINING SURVEY AND PERSONNEL DATA RECORDS

Lawrence E. Curran, Cdr., USN
Aline O. Quester

N00014-83-C-0725

DTIC
2 2 1984

DTIC FILE COPY



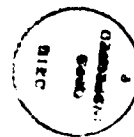
This document has been approved
for public release and sale; its
distribution is unlimited.

CENTER FOR NAVAL ANALYSES

84 09 21 088

RETENTION IN THE NAVY'S SELECTED RESERVE: AN ANALYSIS COMBINING SURVEY AND PERSONNEL DATA RECORDS

Lawrence E. Curran, Cdr., USN
Aline O. Quester



Accession For	
NTIS GRA&I	<input checked="" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By	
Distribution	
Availability Codes	
Dist	
A1	



Naval Planning and Management Division

CENTER FOR NAVAL ANALYSES

2000 North Beauregard Street, Alexandria, Virginia 22311

RETENTION IN THE NAVY'S SELECTED RESERVE:
AN ANALYSIS COMBINING SURVEY AND PERSONNEL DATA RECORDS*

Executive Summary

In this paper, we relate stated intentions of enlisted Navy Selected Reservists to their future behavior. Using a set of questions from a national survey of Naval Reservists administered in the spring of 1980, we examine the relationship between their intentions to continue as drilling reservists and their subsequent behavior. In general, we find expectations are an important and significant determinant of continuation. However, the correlation with subsequent behavior is not sufficiently large to make intention data an appropriate tool for retention projections. Controlling for intentions, we find that dissatisfaction with training is related to reserve attrition. This finding suggests potential for policies to concurrently improve both the retention and readiness of the Naval Reserves. /

Personnel turnover has been a serious problem for the Naval Reserves. Programmed growth - an absolute increase of 25% by Fiscal 1988 - makes it especially worthwhile to focus attention on improving retention. By improving retention, the required number of accessions

* We want to thank Captain Milton Boykin, USNR, and Commander Hardy Merritt, USNR, for the use of their survey data. Additionally, we thank them and our colleagues at the Center for Naval Analyses for helpful comments.

will be reduced, administrative costs will be cut, and, in addition, morale will be positively influenced.

Background

Picture sailors in their traditional "cracker Jack" uniforms. The scene might well be an overseas port, aboard ship, or a precise formation on a parade grounds. There are no wide variations in height, weight, or age. No shades of difference in the color of the uniform. No dissimilarity in the cut or style of their attire. A sameness. A "One Navy."

In reality, however, the sailors are vastly different. Individual characteristics and background are never the same. Education and training may run many varied paths. Even the enlistment contract, commitment, and status as active duty or reserve differ. Some make a career of the Navy. Some spend the minimum time necessary. Some intend to remain or become a reservist. It is those differences of intentions to continue affiliating with the naval reserves which we hope to capture in this paper. For background, a brief outline of the reserve and active Navy is necessary.

The naval service is made up of men and women on active duty or in the reserves. Active duty is that 24 hour a day, yearly Navy employment. A reservist, on the other hand, may be a selected reservist

(SELRES) who attends military duty (drills) with his assigned unit one weekend per month, goes on active duty two weeks per year (ACDUTRA), and conceptually is a part time employee of the Navy.

To become affiliated with the Navy, Navy's Recruiting Command recruits non-prior-service accessions to fill the entry level (paygrades E-1 through E-3) requirements for both the active and reserve Navy. The active Navy accessions, obligated for 4, 5, or 6 years, are expected to advance in grade (paygrades E-4 through E-9) and, some, who leave active duty upon expiration of their active obligated service will voluntarily become members of SELRES.

To fill SELRES junior enlisted requirements, Navy's Recruiting Command recruits for two major enlistment programs: Ready Mariner* and Active Mariner. These programs involve a reduced active duty commitment and then, a mandatory SELRES obligation. Ready Mariners serve approximately six months active duty; Active Mariners serve for three years in the active force. Both programs trade off the shorter active duty time for a prolonged SELRES obligation; although the combined active and SELRES obligations for mandatory drillers total six years, the last year of the commitment can be spent in a non-drilling status. Upon completion of mandatory obligations, Ready Mariners and Active Mariners can continue to affiliate with the reserves as voluntary drillers.

* In FY 84 a new program, the Sea and Air Mariner Program (SAM) will replace the Ready Mariner program.

Both active and reserve communities, in short, have programs to attract entry level personnel, to groom these personnel for advanced or senior positions and, finally, to make continued association with the Navy attractive.

To fill requirements more senior than the entry level positions, the Navy reserve also recruits Navy veterans (NAVETS) into SELRES. Trained NAVETS, who completed their active duty obligation no more than 10 years previously, are attracted to the reserves by advertising, pay, reserve recruiters, patriotism, and their own particular civilian situation. Also, veterans of military services other than the Navy enter the Navy's SELRES; normally because of their experience they can enter at paygrades above the most junior levels.

With a knowledge of SELRES accession sources and an awareness that the Naval Reserves is facing retention problems, we turn to a discussion of the reservists' intentions to remain with SELRES, controlling for voluntary and mandatory drill participants.

The Data

The data for this analysis come from two sources: the 1980 National Survey of Reservists and the 1981 and 1982 Inactive Manpower and Personnel Management Information System (IMAPMIS) for Enlisted Selected Naval

Reservists. The survey data were collected by Captain Milton L. Boykin, USNR, and Commander Hardy Merritt, USNR, in the spring of 1980. They surveyed 3100 reservists (officers and enlisted) by mailing questionnaires to their drill units. The sample was generated by randomly drawing 1/28 of the 87,000 drilling reservists.*

The survey was comprised of 300 plus questions including basic demographic information, questions on the quality of the Reserve experience, reasons for initially affiliating with the Reserves, expectations about continued participation, and inquiries as to the reservist's views on the duties of citizenship. 1665 questionnaires with valid responses were returned, a 54 percent response rate.

Since our previous work had required building longitudinal data files for enlisted SELRES personnel, we had information on SELRES participation in the years 1977-82. We matched the 1665 survey respondents to the SELRES longitudinal file and found 1185 matches for our analysis of enlisted personnel. Sample sizes in the analysis are smaller than 1185 because not all questions on the questionnaire were completed by each reservist. Table 1 shows the breakdown of survey respondents by

* The Naval Reserve Personnel Center drew the sample. After scrambling the last four digits of the social security numbers, the IMAPMIS file was resorted by the redefined social security numbers. Then, every 28th name (beginning with the 14th on the list) was selected for the sample. A fuller description of the data can be found in M.L. Boykin, H.L. Merritt, and R.L. Smith, An Empirical Analysis of Retention within the United States Naval Reserve, Office of the Chief of Naval Reserves, New Orleans, 1980.

TABLE 1
ENLISTED SELRES RETENTION BY YEARS DRILLING

	Years drilling in 1980		Percent observed drilling in 1981		Percent observed drilling in 1981 and 1982	
	Mandatory	Voluntary	Mandatory driller, 1980	Voluntary driller, 1980	Mandatory driller, 1980	Voluntary driller, 1980
Less than 1	68	136	54.4%	63.5%	19.1%	47.8%
1-3	85	219	44.7%	65.3%	32.9%	53.4%
4-6	18	142	38.7%	78.2%	33.3%	71.1%
7-10	--	158	--	81.6%	--	74.7%
Greater than 10	--	314	--	84.4%	--	74.8%
Sample size	171	969				

length of service with SELRES, mandatory and voluntary drilling status, and survival in 1981 or in both 1981 and 1982.

There is probably some selection bias in that only 54 percent of the questionnaires were returned. In general, one might suppose individuals who were more interested in the Naval Reserves would have been more likely to complete and return the questionnaire. Overall continuation rates in our sample, however, do not differ greatly from those retention statistics we estimated from the total IMAPMIS enlisted file. For example, 73.1% of enlisted personnel in SELRES in 1980 were there in 1981; for our sample, the comparable figure is 74.3%. Thus, at least in their retention behavior, the sample appears representative.

Retention Intentions

The survey included six questions on intentions which are listed below. All questions except the second are scored on a one to five scale.

1. Do you intend to reenlist in the Naval Reserve when your enlistment expires? (Definitely will to definitely will not.)

2. If you had to make that decision at this time, what would you do? (Would or would not.)

3. How frequently do you think about trying to get out of the Naval Reserve? (Never to constantly.)

4. If you had to rate your chances of staying in the Naval Reserve on a scale from zero percent (0%) to ninety-nine percent (99%), what would you say are the chances you would remain in a drilling unit for another year? (Less than 20% to 80% - 100%.)

5. Using the same scale, what are the chances of your staying in for another three years?

6. Using the same scale, what are the chances of you staying in for at least twenty years?

The answers to questions 4 and 5 were most highly correlated with observed behavior in the 1981-82 period.* Tables 2 and 3 show the relationship among the survey responses and subsequent behavior for voluntary drillers and mandatory drillers, respectively. (Mandatory drillers are those individuals who identified themselves as such in the survey; these individuals entered SELRES under either the Active Mariner or the Ready Mariner program and, at least at the time of the 1980 survey, still had mandatory obligations to drill.)

As shown in table 2, about 1/5 (21.6 percent) of the voluntary drillers (primarily veterans of the Active Navy) in the survey left SELRES in the next year. Almost 1/3 (21.6 percent + 12.8 percent) of these individuals were not in SELRES both of the following two years. Over 70 percent (58.1 percent + 14.0 percent) of voluntary drillers rated their probability of remaining in SELRES for at least three years at 60 percent or higher. This is not that different from the percent who did participate for two years (65.6 percent), but, of course, they are not all the same people.

* The correlation coefficient between intention to stay at least one more year (intention to stay at least three more years) and SELRES participation in both 1981 and 1982 is .33 (.37). The comparable coefficients for SELRES participation in 1981, but not in 1982 are both .37.

TABLE 2

ENLISTED SELRES VOLUNTARY DRILLERS:
THE RELATIONSHIP BETWEEN INTENTIONS IN 1980
AND BEHAVIOR IN 1981 AND 1982

<u>Intent</u>		<u>SELRES Behavior</u>			<u>Row numbers and percent distribution</u>
<u>Being in SELRES in three years</u>		<u>Not in SELRES in 1981 or 1982</u>	<u>In SELRES in 1981 or 1982</u>	<u>In SELRES both years</u>	
Less than 20%	1	47 46.1%	19 18.6%	36 35.3%	102 10.5%
20%-39%	2	19 32.8%	11 19.0%	28 48.3%	58 6.0%
40%-59%	3	34 30.9%	16 14.5%	60 54.5%	110 11.4%
60%-79%	4	26 19.3%	16 11.9%	93 68.9%	135 14.0%
80%-100%	5	83 14.8%	62 11.0%	417 74.2%	562 58.1%
Column Numbers and p. cent distribution		209 21.6%	124 12.8%	634 65.6%	967 100.0%

Chi Square = 80.21

The prediction error is larger in the overall sample in terms of probabilities of leaving. Only 10 percent of the sample thought their probability of remaining in SELRES for at least three years was less than 20 percent, but after only two years more than double that number (21.6 percent) were not reported as SELRES affiliates.

For mandatory drillers, table 3, the fraction who stay in SELRES both years is much smaller, slightly under one-third (31.1 percent). This is not surprising, since the mandatory commitment for the majority of these individuals would have expired during 1981 or 1982.

Individuals who still had mandatory drilling requirements at the time of the survey do appear better able, overall, to accurately predict their probability of leaving the Reserves than do the voluntary drillers. Almost half (48.9 percent) of the individuals in table 3 indicated that their probability of remaining at least three years was extremely low and, indeed, almost half (48.9 percent) of them were gone by the next two years.

Retention Analysis

Here we will estimate in a multivariate framework, the actual retention behavior, investigating the effects of intentions, time in reserves, and satisfaction with particular aspects of the reserve experience. (Presumably general satisfaction with SELRES is reflected in the intention variable.)

TABLE 3

**ENLISTED SELRES MANDATORY DRILLERS:
THE RELATIONSHIP BETWEEN INTENTIONS IN 1980 AND
BEHAVIOR IN 1981 AND 1982**

<u>Intent</u>	<u>Subsequent Behavior</u>			<u>Row numbers and percent distribution</u>	
<u>Being in SELRES in three years</u>	<u>Not in SELRES in 1981 or 1982</u>	<u>In SELRES in 1981 or 1982</u>	<u>In SELRES both years</u>		
Less than 20%	1	57 64.8%	22 25.0%	9 10.2%	88 48.9%
20%-39%	2	10 52.6%	3 15.8%	6 31.6%	19 10.6%
40%-59%	3	11 55.0%	2 10.0%	7 35.0%	20 11.1%
60%-79%	4	4 28.6%	2 14.3%	8 57.1%	14 7.8%
80%-100%	5	6 15.4%	7 17.9%	26 66.7%	39 21.7%
Column numbers and percent distribution		88 48.9%	36 20.0%	56 31.1%	180 100.0%

Chi square = 48.80

The variables we will use in the statistical analysis are explained in table 4. Table 5 presents the estimated coefficients of the model obtained by a nonlinear estimation technique, in this case a probit equation.* Equations estimating continuation probabilities for the following year, 1981, as well as those for the next two years, 1981 and 1982, are reported.

As discussed earlier, intention questions phrased in terms of the probability of remaining in the Reserves had the greatest explanatory power for actual retention behavior. Both questions asking about the probability of remaining (for at least an additional year or for at least three more years) are statistically significant at the 95% level. Years in the Reserves adds explanatory power in both specifications: holding intentions constant, individuals who have drilled longer in SELRES are more likely to remain and continue to drill. Individuals who had been in SELRES less than one year at the time of the survey are somewhat less likely to remain; this result, however, is not statistically significant. Individuals who had a mandatory commitment at the time of the survey are more likely to leave in subsequent years, this result is only statistically significant, however, in the equation for two year retention. As has been noted earlier, by 1982 many of the mandatory obligations would have been over.

* Since the dependent variable is dichotomous (0,1), estimation by ordinary least squares is inappropriate. We want to estimate a curve whose values are bounded by zero and one. The probit specification generates such an S-shaped curve. In table 5 we present the slope of that S-shaped curve at the mean of the data (see column entitled derivative of conditional mean function).

TABLE 4
DESCRIPTION OF VARIABLES

YR8182:	Coded one if individual remains in Reserves in 1981 and 1982. Else zero.
YR81:	Coded one if individual remains in Reserves in 1981. Else zero.
Probl:	Probability that the individual will remain in the Naval Reserve for at least another year. Rated on a scale of one to five (one is less than 20%, five is greater than 80%, etc.).
Prob2:	Probability that the individual will remain in the Naval Reserve for at least another 3 years. Rated on the same scale as Probl.
Yrs:	Number of years the individual has been in the Naval Reserve. Coded one (less than one year), two (one to three years), three (four to six years), four (seven to ten years), and five (more than ten years).
Newres:	Coded one for individuals who have been in the Reserves for less than one year; otherwise, zero.
Mandatory:	Coded one for individuals who were mandatory drillers at the time of the survey; otherwise, zero.
Unit:	Degree of satisfaction with the unit affiliated with. (Coded from 5 (completely satisfied) to 1 (completely dissatisfied).
ACDUTRA:	Degree of general satisfaction with ACDUTRA experience relative to degree of overall satisfaction with the Reserve experience. Specifically, it is the one to five satisfaction scale variable "how do you feel about your experiences generally on ACDUTRA" divided by the one to five satisfaction variable "how do you feel in general about all your inactive duty reserve experience?"
Dependent Variable:	One if the individual participated in SELRES in the appropriate time period, otherwise zero.

TABLE 5
EQUATION ESTIMATES FOR SELRES CONTINUATION

	YR8182		YR81	
	Probit Coefficients	Derivative of Conditional Mean Function	Probit Coefficients	Derivative of Conditional Mean Function
Prob 1	.112 (2.14)	.043 (2.14)	.164 (2.95)	.054 (2.95)
Prob 2	.205 (4.48)	.079 (4.48)	.177 (3.55)	.058 (3.55)
Yrs	.137 (3.39)	.053 (3.39)	.170 (3.82)	.056 (3.82)
Newres	-.204 (-1.16)	-.079 (-1.16)	.097 (.51)	.032 (.51)
Mandatory	-.277 (-2.07)	-.107 (-2.07)	-.153 (-1.06)	-.050 (-1.06)
Unit	.012 (.28)	.005 (.28)	-.0006 (-.01)	-.0002 (-.01)
ACDUTRA	.160 (1.49)	.062 (1.49)	.105 (1.06)	.050 (1.06)
Constant	-1.121 (-4.26)	-.432 (-4.26)	-1.133 (-3.98)	-.372 (-3.98)
N. of obs.	941	941	941	941
Mean dependent	.64	.64	.74	.74
Chi square	168.7	168.7	159.2	159.2

Note: Asymptotic t values are in parentheses. Ordinary least square regressions (not reported) produce coefficient estimates similar to those in the conditional mean function. (Since the probit estimates are nonlinear, we present the slope of the equation at the mean.) The R^2 for the OLS equations were both .17.

The overall level of satisfaction with the Reserves is too closely related to intentions to permit the inclusion of general satisfaction measures and continuation expectations as separate independent variables. We do include, however, two particular measures of satisfaction in the equations. The first measures satisfaction with the unit with which the individual is currently affiliated. This variable is never statistically significant. The second measure of satisfaction is more interesting both because it is statistically significant and because it measures a feature of the Reserve experience that is more manipulable by policy.

The ACDUTRA variable is the individual's satisfaction with ACDUTRA relative to his overall satisfaction with the reserve experience. We find that individuals who are more satisfied with their ACDUTRA experience, relative to their overall satisfaction with the Reserves, are more likely to remain in the Reserves. In interpreting this variable it should be remembered that we are holding constant intentions to leave, years of drill experience, etc. (When we do not normalize the ACDUTRA satisfaction variable by the overall satisfaction level, the results are even stronger; in this case, however, we are probably attributing some general dissatisfaction to dissatisfaction with the ACDUTRA experience itself.)

We interpret the results as suggesting that improvements in the ACDUTRA experience aids Reserve retention and readiness. Readiness is

the ability of the unit to successfully complete its mission. Retention is directly related to readiness in that retaining trained, motivated personnel eliminates time and resources required to attain high states of readiness. Moreover, to achieve the required training, appropriate equipment is necessary.

More dollars for equipment and for training can potentially buy both increased retention and increased readiness. For many years ACDUTRA funds have been subject to considerable uncertainties; even being suspended for periods of time. This cannot help but have a demoralizing effect on the reservists who we especially want to retain: those individuals most interested in belonging to an effective and productive drilling unit.

Concluding Comments

By linking two data sets—one a survey of enlisted reservists, the other an official personnel file—we have been able to map intentions to subsequent SELRES participation. We found self-reported probabilities to be statistically significant predictors of actual continuation. Their explanatory power does not appear large enough to us, however, to be useful for prediction purposes.

Controlling for intentions and reserve experience, we found that reservists who were more dissatisfied with their experience on ACDUTRA than they were with their general Reserve experience, were more likely

to leave the Reserves. This finding is especially intriguing as it suggests that improving the ACDUTRA experience may improve retention as well as readiness. Clearly more research is needed on the retention effects of policies that would improve readiness. Training, equipment, and ACDUTRA are all candidates for such research.

CNA PROFESSIONAL PAPERS - 1978 TO PRESENT*

- PP 211
Mizrahi, Maurice M., "On Approximating the Circular Coverage Function," 14 pp., Feb 1978, AD A054 429
- PP 212
Mangel, Marc, "On Singular Characteristic Initial Value Problems with Unique Solution," 20 pp., Jun 1978, AD A058 535
- PP 213
Mangel, Marc, "Fluctuations in Systems with Multiple Steady States, Application to Lanchester Equations," 12 pp., Feb 78 (Presented at the First Annual Workshop on the Information Linkage Between Applied Mathematics and Industry, Naval PG School, 23-25 Feb 1978), AD A071 472
- PP 214
Weinland, Robert G., "A Somewhat Different View of The Optimal Naval Posture," 37 pp., Jun 1978 (Presented at the 1976 Convention of the American Political Science Association (APSA/IUS Panel on "Changing Strategic Requirements and Military Posture"), Chicago, Ill., 2 Sep 1976), AD A056 228
- PP 215
Colle, Russell C., "Comments on: Principles of Information Retrieval by Manfred Kochen," 10 pp., Mar 78 (Published as a Letter to the Editor, Journal of Documentation, Vol. 31, No. 4, Dec 1975), AD A054 426
- PP 216
Colle, Russell C., "Lotka's Frequency Distribution of Scientific Productivity," 18 pp., Feb 1978 (Published in the Journal of the American Society for Information Science, Vol. 28, No. 6, Nov 1977), AD A054 425
- PP 217
Colle, Russell C., "Bibliometric Studies of Scientific Productivity," 17 pp., Mar 78 (Presented at the Annual meeting of the American Society for Information Science held in San Francisco, California, Oct 1976), AD A054 442
- PP 218 - Classified
- PP 219
Huntzinger, R. LeVar, "Market Analysis with Rational Expectations: Theory and Estimation," 60 pp., Apr 78, AD A054 422
- PP 220
Maurer, Donald E., "Diagonalization by Group Matrices," 26 pp., Apr 78, AD A054 443
- PP 221
Weinland, Robert G., "Superpower Naval Diplomacy in the October 1975 Arab-Israeli War," 76 pp., Jun 1978 (Published in Seapower in the Mediterranean: Political Utility and Military Constraints, The Washington Papers No. 61, Beverly Hills and London: Sage Publications, 1979) AD A055 564
- PP 222
Mizrahi, Maurice M., "Correspondence Rules and Path Integrals," 30 pp., Jun 1978 (Invited paper presented at the CNRS meeting on "Mathematical Problems in Feynman's Path Integrals," Marseille, France, 22-26 May 1978, Published in Springer Verlag Lecture Notes in Physics, 106, 1979), AD A055 536
- PP 223
Mangel, Marc, "Stochastic Mechanics of Molecule Molecule Reactions," 21 pp., Jun 1978, AD A056 227
- PP 224
Mangel, Marc, "Aggregation, Bifurcation, and Extinction in Exploited Animal Populations,"* 48 pp., Mar 1978, AD A058 536
*Portions of this work were completed at the Institute of Applied Mathematics and Statistics, University of British Columbia, Vancouver, B.C., Canada
- PP 225
Mangel, Marc, "Oscillations, Fluctuations, and the Hopf Bifurcation,"* 43 pp., Jun 1978, AD A058 537
*Portions of this work were completed at the Institute of Applied Mathematics and Statistics, University of British Columbia, Vancouver, Canada.
- PP 226
Reiston, J. M., and Mann, J. W.,* "Temperature and Current Dependence of Degradation in Red-Emitting GaP LEDs," 34 pp., Jun 1978 (Published in Journal of Applied Physics, Vol. 50, May 1979) AD A058 538
*Bell Telephone Laboratories, Inc.
- PP 227
Mangel, Marc, "Uniform Treatment of Fluctuations at Critical Points," 50 pp., May 1978, AD A058 539
- PP 228
Mangel, Marc, "Relaxation at Critical Points: Deterministic and Stochastic Theory," 54 pp., Jun 1978, AD A058 540
- PP 229
Mangel, Marc, "Diffusion Theory of Reaction Rates, I: Formulation and Einstein-Smoluchowski Approximation," 50 pp., Jan 1978, AD A058 541
- PP 230
Mangel, Marc, "Diffusion Theory of Reaction Rates, II Ornstein-Uhlenbeck Approximation," 34 pp., Feb 1978, AD A058 542
- PP 231
Wilson, Desmond P., Jr., "Naval Projection Forces: The Case for a Responsive MAF," Aug 1978, AD A058 543
- PP 232
Jacobson, Louis, "Can Policy Changes Be Made Acceptable to Labor?" 18 pp., Aug 1978 (Submitted for publication in Industrial and Labor Relations Review), AD A061 528

*CNA Professional Papers with an AD number may be obtained from the National Technical Information Service, U.S. Department of Commerce, Springfield, Virginia 22151. Other papers are available from the Management Information Office, Center for Naval Analyses, 2000 North Beauregard Street, Alexandria, Virginia 22311. An Index of Selected Publications is also available on request. The index includes a Listing of Professional Papers, with abstracts, issued from 1969 to June 1981.

- PP 233
Jacobson, Louis, "An Alternative Explanation of the Cyclical Pattern of Quits," 23 pp., Nov 1978
- PP 234 - Revised
Jondrow, James, and Levy, Robert A., "Does Federal Expenditure Displace State and Local Expenditure: The Case of Construction Grants," 25 pp., Oct 1979, AD A061 529
- PP 235
Mizrahi, Maurice M., "The Semiclassical Expansion of the Anharmonic-Oscillator Propagator," 41 pp., Oct 1978 (Published in *Journal of Mathematical Physics*, Vol. 20, 1979), AD A061 538
- PP 237
Maurer, Donald, "A Matrix Criterion for Normal Integral Bases," 10 pp., Jan 1979 (Published in the *Illinois Journal of Mathematics*, Vol. 22, 1978)
- PP 238
Utgoff, Kathleen Classen, "Unemployment Insurance and The Employment Rate," 20 pp., Oct 1978 (Presented at the Conference on Economic Indicators and Performance: The Current Dilemma Facing Government and Business Leaders, presented by Indiana University Graduate School of Business), AD A061 527
- PP 239
Trost, R. P., and Warner, J. T., "The Effects of Military Occupational Training on Civilian Earnings: An Income Selectivity Approach," 38 pp., Nov 1978, AD A077 831
- PP 240
Powers, Bruce, "Goals of the Center for Naval Analyses," 13 pp., Dec 1978, AD A063 759
- PP 241
Mangel, Marc, "Fluctuations at Chemical Instabilities," 12 pp., Dec 1978 (Published in *Journal of Chemical Physics*, Vol. 69, No. 8, 15 Oct 1978), AD A063 787
- PP 242
Simpson, William R., "The Analysis of Dynamically Interactive Systems (Air Combat by the Numbers)," 160 pp., Dec 1978, AD A063 760
- PP 243
Simpson, William R., "A Probabilistic Formulation of Murphy Dynamics as Applied to the Analysis of Operational Research Problems," 18 pp., Dec 1978, AD A063 761
- PP 244
Sherman, Allan, and Horowitz, Stanley A., "Maintenance Costs of Complex Equipment," 20 pp., Dec 1978 (Published By The American Society of Naval Engineers, *Naval Engineers Journal*, Vol. 91, No. 6, Dec 1979), AD A071 473
- PP 245
Simpson, William R., "The Accelerometer Methods of Obtaining Aircraft Performance from Flight Test Data (Dynamic Performance Testing)," 403 pp., Jun 1979, AD A075 226
- PP 246
Brechling, Frank, "Layoffs and Unemployment Insurance," 35 pp., Feb 1979 (Presented at the NBER Conference on "Low Income Labor Markets," Chicago, Jun 1978), AD A096 629
- PP 248
Thomas, James A., Jr., "The Transport Properties of Dilute Gases in Applied Fields," 183 pp., Mar 1979, AD A096 464
- PP 249
Glasser, Kenneth S., "A Secretary Problem with a Random Number of Choices," 23 pp., Mar 1979
- PP 250
Mangel, Marc, "Modeling Fluctuations in Macroscopic Systems," 26 pp., Jun 1979
- PP 251
Trost, Robert P., "The Estimation and Interpretation of Several Selectivity Models," 37 pp., Jun 1979, AD A075 941
- PP 252
Nunn, Walter R., "Position Finding with Prior Knowledge of Covariance Parameters," 5 pp., Jun 1979 (Published in *IEEE Transactions on Aerospace & Electronic Systems*, Vol. AES-15, No. 3, Mar 1979)
- PP 253
Glasser, Kenneth S., "The d-Choice Secretary Problem," 32 pp., Jun 1979, AD A075 225
- PP 254
Mangel, Marc, and Juanbeck, David B., "Integration of a Bivariate Normal Over an Offset Circle," 14 pp., Jun 1979, AD A096 471
- PP 255 - Classified, AD B051 441L
- PP 256
Maurer, Donald E., "Using Personnel Distribution Models," 27 pp., Feb 1980, AD A082 218
- PP 257
Thaler, R., "Discounting and Fiscal Constraints: Why Discounting is Always Right," 10 pp., Aug 1979, AD A075 224
- PP 258
Mangel, Marc S., and Thomas, James A., Jr., "Analytical Methods in Search Theory," 86 pp., Nov 1979, AD A077 832
- PP 259
Glass, David V.; Hsu, In-Ching; Nunn, Walter R.; and Perin, David A., "An Analysis of a Layered Defense Model," 17 pp., Mar 1980, AD A077 833
- PP 260
Mangel, Marc S., and Cope, Davis K., "Detection Rate and Sweep Width in Visual Search," 14 pp., Nov 1979, AD A077 834
- PP 261
Vile, Carlos L.; Zvijec, David J.; and Ross, John, "Franck-Condon Theory of Chemical Dynamics. VI. Angular Distributions of Reaction Products," 14 pp., Nov 1979 (Reprinted from *Journal Chemical Phys.* 70(12), 15 Jun 1979), AD A076 287
- PP 262
Peterson, Charles C., "Third World Military Elites in Soviet Perspective," 50 pp., Nov 1979, AD A077 835
- PP 263
Robinson, Kathy L., "Using Commercial Tankers and Container-ships for Navy Underway Replenishment," 25 pp., Nov 1979, AD A077 836

- PP 264
Weinland, Robert G., "The U.S. Navy in the Pacific: Past, Present, and Glimpses of the Future," 31 pp., Nov 1979 (Delivered at the International Symposium on the Sea, sponsored by the International Institute for Strategic Studies, The Brookings Institution and the Yomiuri Shimbun, Tokyo, 16-20 Oct 1978), AD A077 837
- PP 265
Weinland, Robert G., "War and Peace in the North: Some Political Implications of the Changing Military Situation in Northern Europe," 18 pp., Nov 1979 (Prepared for presentation to the Conference of the Nordic Balance in Perspective: The Changing Military and Political Situation, Center for Strategic and International Studies, Georgetown University, 15-16 Jun 1978), AD A077 838
- PP 266
Utgoff, Kathleen Classen, and Brechling, Frank, "Taxes and Inflation," 25 pp., Sep 1979, AD A081 194
- PP 267
Trost, Robert P., and Vogel, Robert C., "The Response of State Government Receipts to Economic Fluctuations and the Allocation of Counter-Cyclical Revenue Sharing Grants," 12 pp., Dec 1979 (Reprinted from the Review of Economics and Statistics, Vol. LXI, No. 3, Aug 1979)
- PP 268
Thomason, James S., "Seaport Dependence and Inter-State Cooperation: The Case of Sub-Saharan Africa," 141 pp., Jan 1980, AD A081 193
- PP 269
Weiss, Kenneth G., "The Soviet Involvement in the Ogaden War," 42 pp., Jan 1980 (Presented at the Southern Conference on Slavic Studies in October, 1979), AD A082 219
- PP 270
Remnek, Richard, "Soviet Policy in the Horn of Africa: The Decision to Intervene," 52 pp., Jan 1980 (To be published in "The Soviet Union in the Third World: Success or Failure," ed. by Robert M. Donaldson, Westview Press, Boulder, Co., Summer 1980), AD A081 195
- PP 271
McConnell, James, "Soviet and American Strategic Doctrines: One More Time," 43 pp., Jan 1980, AD A081 192
- PP 272
Weiss, Kenneth G., "The Azores in Diplomacy and Strategy, 1940-1945," 46 pp., Mar 1980, AD A085 094
- PP 273
Nakada, Michael K., "Labor Supply of Wives with Husbands Employed Either Full-Time or Part-Time," 39 pp., Mar 1980, AD A082 220
- PP 274
Nunn, Walter R., "A Result in the Theory of Spiral Search," 9 pp., Mar 1980, AD A112 481
- PP 275
Goldberg, Lawrence, "Recruiters, Advertising, and Navy Enlistments," 34 pp., Mar 1980, AD A082 221
- PP 276
Goldberg, Lawrence, "Delaying an Overhaul and Ship's Equipment," 40 pp., May 1980, AD A085 095
- PP 277
Mangel, Marc, "Small Fluctuations in Systems with Multiple Limit Cycles," 19 pp., Mar 1979 (Published in SIAM J. Appl. Math., vol. 38, No. 2, Feb 1980), AD A086 229
- PP 278
Mizrahi, Maurice, "A Targeting Problem: Exact vs. Expected-Value Approaches," 23 pp., Apr 1980, AD A085 096
- PP 279
Welt, Stephen M., "Causal Inferences and the Use of Force: A Critique of Force without War," 50 pp., May 1980, AD A085 097
- PP 280
Goldberg, Lawrence, "Estimation of the Effects of a Ship's Steaming on the Failure Rate of its Equipment: An Application of Econometric Analysis," 25 pp., Apr 1980, AD A085 098
- PP 281
Mizrahi, Maurice M., "Comment on 'Discretization Problems of Functional Integrals in Phase Space'," 2 pp., May 1980, (Published in "Physical Review D", Vol. 22, No. 8, 15 Oct 1980), AD A094 994
- PP 283
Dismales, Bradford, "Expected Demand for the U.S. Navy to Serve as An Instrument of U.S. Foreign Policy: Thinking About Political and Military Environmental Factors," 30 pp., Apr 1980, AD A085 099
- PP 284
Kellison, J.; Nunn, W.; and Sumita, U., "The Laguerre Transform," 119 pp., May 1980, AD A085 100
*The Graduate School of Management, University of Rochester
*The Center for Naval Analyses
*The Graduate School of Management, University of Rochester
- PP 285
Remnek, Richard B., "Superpower Security Interests in the Indian Ocean Area," 26 pp., Jun 1980, AD A087 113
- PP 286
Mizrahi, Maurice M., "On the WKB Approximation to the Propagator for Arbitrary Hamiltonians," 25 pp., Aug 1980 (Published in Journal of Math. Phys., 22(1) Jan 1981), AD A091 307
- PP 287
Cope, Davis, "Limit Cycle Solutions of Reaction-Diffusion Equations," 319 pp., Jun 1980, AD A087 114
- PP 288
Golman, Walter, "Don't Let Your Slides Flip You: A Painless Guide to Visuals That Really Aid," 28 pp., (revised Aug 1982), AD A092 732
- PP 289
Robinson, Jack, "Adequate Classification Guidance - A Solution and a Problem," 7 pp., Aug 1980, AD A091 212
- PP 290
Watson, Gregory M., "Evaluation of Computer Software in an Operational Environment," 17 pp., Aug 1980, AD A091 213
- PP 291
Meddala, G. S., and Trost, R. P., "Some Extensions of the Nerlov Press Model," 17 pp., Oct 1980, AD A091 946
*University of Florida

- PP 292
Thomas, James A., Jr., "The Transport Properties of Binary Gas Mixtures in Applied Magnetic Fields," 10 pp., Sep 1980 (Published in Journal of Chemical Physics 72(10), 15 May 1980)
- PP 293
Thomas, James A., Jr., "Evaluation of Kinetic Theory Collision Integrals Using the Generalized Phase Shift Approach," 12 pp., Sep 1980 (Printed in Journal of Chemical Physics 72(10), 15 May 1980)
- PP 294
Roberts, Stephen S., "French Naval Policy Outside of Europe," 30 pp., Sep 1980 (Presented at the Conference of the Section on Military Studies, International Studies Association, Kilauea Island, S.C.), AD A091 306
- PP 295
Roberts, Stephen S., "An Indicator of Informal Empire: Patterns of U.S. Navy Cruising on Overseas Stations, 1869-1897," 40 pp., Sep 1980 (Presented at Fourth Naval History Symposium, US Naval Academy, 26 Oct 1979), AD A091 316
- PP 296
Dismukes, Bradford, and Petersen, Charles C., "Maritime Factors Affecting Iberian Security," (Factores Maritimos que Afectan la Seguridad Iberica) 14 pp., Oct 1980, AD A092 733
- PP 297 - Classified
- PP 298
Mizrahi, Maurice M., "A Markov Approach to Large Missile Attacks," 31 pp., Jan 1981, AD A096 159
- PP 299
Jondrow, James M., and Levy, Robert A., "Wage Leadership in Construction," 19 pp., Jan 1981, AD A094 797
- PP 300
Jondrow, James, and Schmidt, Peter,* "On the Estimation of Technical Inefficiency in the Stochastic Frontier Production Function Model," 11 pp., Jan 1981, AD A096 160
*Michigan State University
- PP 301
Jondrow, James M.; Levy, Robert A.; and Hughes, Claire, "Technical Change and Employment in Steel, Autos, Aluminum, and Iron Ore," 17 pp., Mar 1981, AD A099 394
- PP 302
Jondrow, James M., and Levy, Robert A., "The Effect of Imports on Employment Under Rational Expectations," 19 pp., Apr 1981, AD A099 392
- PP 303
Thomson, James, "The Rarest Commodity in the Coming Resource Wars," 3 pp., Aug 1981 (Published in the Washington Star, 13 Apr 1981), AD A104 221
- PP 304
Duffy, Michael K.; Greenwood, Michael J.;* and McDowell, John M.,** "A Cross-Sectional Model of Annual Interregional Migration and Employment Growth: Intertemporal Evidence of Structural Change, 1958-1975," 31 pp., Apr 1981, AD A099 393
*University of Colorado
**Arizona State University
- PP 305
Nunn, Laura M., "An Introduction to the Literature of Search Theory," 32 pp., Jun 1981, AD A100 420
- PP 306
Anger, Thomas E., "What Good Are Warfare Models?" 7 pp., May 1981, AD A100 421
- PP 307
Thomson, James, "Dependence, Risk, and Vulnerability," 43 pp., Jun 1981, AD A102 698
- PP 308
Mizrahi, M.M., "Correspondence Rules and Path Integrals, 17 pp., Jul 1981. (Published in "Nuovo Cimento B", Vol. 61, 1981), AD A102 699
- PP 309
Weinland, Robert G., "An (The?) Explanation of the Soviet Invasion of Afghanistan," 44 pp., May 1981, AD A100 422
- PP 310
Stanford, Janette M., and Wu, Tai Te,* "A Predictive Method for Determining Possible Three-dimensional Foldings of Immunoglobulin Backbones Around Antibody Combining Sites," 19 pp., Jun 1981 (Published in J. Theor. Bio., 1981), 88, AD A100 423
*Northwestern University
- PP 311
Bowes, Marianne, Brechling, Frank P. R., and Utgoff, Kathleen P. Classen, "An Evaluation of UI Funds," 13 pp., May 1981 (Published in National Commission on Unemployment Compensation's "Unemployment Compensation: Studies and Research," Volume 2, Jul 1980), AD A100 424
- PP 312
Jondrow, James; Bowes, Marianne; and Levy, Robert, "The Optimum Speed Limit," 23 pp., Jul 1983 (Revised), AD A100 425
- PP 313
Roberts, Stephen S., "The U.S. Navy in the 1980s," 36 pp., Jul 1981, AD A102 696
- PP 314
Jehn, Christopher; Horowitz, Stanley A.; and Lockman, Robert F., "Examining the Draft Debate," 20 pp., Jul 1981, AD A106 192
- PP 315
Buck, Ralph V. (Capt., USN), "Le Catastrophe by any other name...", 4 pp., Jul 1981, AD A102 697
- PP 316
Roberts, Stephen S., "Western European and NATO Navies, 1980," 20 pp., Aug 1981, AD A104 223
- PP 317
Roberts, Stephen S., "Superpower Naval Crisis Management in the Mediterranean," 35 pp., Aug 1981, AD A104 222
- PP 318
Vego, Milan N., "Yugoslavia and the Soviet Policy of Force in the Mediterranean Since 1961," 187 pp., Aug 1981

- PP 319
Smith, Michael W., "Antiair warfare Defense of Ships at Sea," 46 pp., Sep 1981 (This talk was delivered at the Naval Warfare System and Technology Conference of the American Institute of Aeronautics and Astronautics in Washington on 12 Dec 1980; in Boston on 20 Jan 1981; and in Los Angeles on 12 Jun 1981.), AD A106 191
- PP 320
Trost, R. P.; Lurie, Philip; and Berger, Edward, "A Note on Estimating Continuous Time Decision Models," 15 pp., Sep 1981, AD A106 193
- PP 321
Duffy, Michael K., and Ladman, Jerry R., "The Simultaneous Determination of Income and Employment in United States--Mexico Border Region Economies," 34 pp., Sep 1981, AD A106 540
*Associate Professor of Economics, Arizona State University
- PP 322
Warner, John T., "Issues in Navy Manpower Research and Policy: An Economist's Perspective," 66 pp., Dec 1981, AD A110 221
- PP 323
Bomse, Frederick M., "Generation of Correlated Log-Normal Sequences for the Simulation of Clutter Echoes," 33 pp., Dec 1981
- PP 324
Horowitz, Stanley A., "Quantifying Seapower Readiness," 6 pp., Dec 1981 (Published in Defense Management Journal, Vol. 18, No. 2), AD A110 220
- PP 326
Roberts, Stephen S., "Western European and NATO Navies, 1981," 27 pp., Jul 1982, AD A118 703
- PP 327
Hamon, Colin (Capt., USN), and Graham, David R., "Estimation and Analysis of Navy Shipbuilding Program Disruption Costs," 12 pp., Mar 1980, AD A112 514
- PP 328
Weinland, Robert G., "Northern Waters: Their Strategic Significance," 27 pp., Dec 1980, AD A112 509
- PP 329
Mangel, Marc, "Applied Mathematicians And Naval Operators," 40 pp., Mar 1982 (Revised), AD A116 598
- PP 330
Lockman, Robert F., "Alternative Approaches to Attrition Management," 30 pp., Jan 1982, AD A112 510
- PP 331
Roberts, Stephen S., "The Turkish Straits and the Soviet Navy in the Mediterranean," 15 pp., Mar 1982 (Published in Navy International)
- PP 332
Jahn, Christopher, "The RDF and Amphibious Warfare," 36 pp., Mar 1982, AD A113 592
- PP 333
Lee, Lung-Fei,* and Trost, Robert P., "Estimation of Some Limited Dependent Variable Models with Application to Housing Demand," 26 pp., Jan 1982. (Published in Journal of Econometrics 8 (1978), AD A 112 536
*University of Minnesota
- PP 334
Kenny, Lawrence W.;* Lee, Lung-Fei;** Maddala, G. S.;* and Trost, R. P., "Returns to College Education: An Investigation of Self-Selection Bias Based on the Project Talent Data," 15 pp., Jan 1982. (Published in International Economic Review, Vol. 20, No. 3, Oct 1979), AD A112 480
*University of Florida
**University of Minnesota
- PP 335
Lee, Lung-Fei;* Maddala, G. S.;** and Trost, R. P., "Asymptotic Covariance Matrices of Two-Stage Probit and Two-Stage Tobit Methods for Simultaneous Equations Models with Selectivity," 13 pp., Jan 1982. (Published in Econometrica, Vol. 48, No. 2, Mar 1980), AD A112 483
*University of Minnesota
**University of Florida
- PP 336
O'Neill, Thomas, "Mobility Fuels for the Navy," 13 pp., Jan 1982. (Accepted for publication in Naval Institute Proceedings), AD A112 511
- PP 337
Warner, John T., and Goldberg, Matthew S., "The Influence of Non-Pecuniary Factors on Labor Supply: The Case of Navy Enlistment Personnel," 23 pp., Dec 1981, AD A113 094
- PP 338
Feldman, Paul and Jondrow, James, "American Journal of Political Science," 19 pp., Feb 1984
- PP 339
Wilson, Desmond P., "The Persian Gulf and the National Interest," 11 pp., Feb 1982, AD A112 505
- PP 340
Lurie, Philip; Trost, R. P.; and Berger, Edward, "A Method for Analyzing Multiple Spell Duration Data," 34 pp., Feb 1982, AD A112 504
- PP 341
Trost, Robert P., and Vogel, Robert C., "Prediction with Pooled Cross-Section and Time-Series Data: Two Case Studies," 6 pp., Feb 1982, AD A112 503
*Southern Illinois University
- PP 342
Lee, Lung-Fei;* Maddala, G. S.;** and Trost, R. P., "Testing for Structural Change by D-Methods in Switching Simultaneous Equations Models," 5 pp., Feb 1982, AD A112 482
*University of Minnesota
**University of Florida
- PP 343
Goldberg, Matthew S., "Projecting the Navy Enlisted Force Level," 9 pp., Feb 1982, AD A112 484
- PP 344
Fletcher, Jean, W., "Navy Quality of Life and Reenlistment," 13 pp., Nov 1981, AD A113 095

- PP 345
Utgoff, Kathy, and Thaler, Dick, "The Economics of Multi Year Contracting," 47 pp., Mar 1982. (Presented at the 1982 Annual Meeting of the Public Choice Society, San Antonio, Texas, 5-7 Mar 1982), AD A114 732
*Cornell University
- PP 346
Rostker, Bernard, "Selective Service and the All-Volunteer Force," 23 pp., Mar 1982, AD A113 096
- PP 347
McConnell, James, M., "A Possible Counterforce Role for the Typhoon," 24 pp., Mar 1982, AD A116 601
- PP 348
Jondrow, James, and Trost, Robert, "An Empirical Study of Production Inefficiency in the Presence of Errors-in-The-Variables," 14 pp., Feb 1982, AD A113 591
- PP 349
Breckenridge, W. H., and Melvin, O. Kim, "Collisional Intramultiplet Relaxation of $Cd(5s5p^2P_{0,1,2})$ by Alkane Hydrocarbons," 7 pp., Jul 1981. (Published in Journal of Chemical Physics, 76(4), 15 Feb 1982), AD A113 093
*University of Utah, Dept. of Chemistry
- PP 350
Levin, Marc, "A Method for Increasing the Firepower of Virginia Class Cruisers," 10 pp., Apr 1982. (To be published in U.S. Naval Institute Proceedings), AD A116 602
- PP 351
Coutre, S. E.,* Stanford, J. M.; Movis, J. G.,* Stevens, P. W.,* and Wu, T. T.,* "Possible Three-Dimensional Backbone Folding Around Antibody Combining Site of Immunoglobulin MDPC 167," 18 pp., Apr 1982 (Published in Journal of Theoretical Biology)
*Northwestern University, Depts. of Biochemistry & Molecular Biology and Engineering Sciences & Applied Mathematics
- PP 352
Barfoot, C. Bernard, "Aggregation of Conditional Absorbing Markov Chains," 7 pp., Jun 1982 (Presented to the Sixth European Meeting on Cybernetics and Systems Research, held at the University of Vienna, Apr 1982), AD A116 603
- PP 353
Barfoot, C. Bernard, "Some Mathematical Methods for Modeling the Performance of a Distributed Data Base System," 18 pp., Jun 1982. (Presented to the International Working Conference on Model Realism, held at Bad Honnef, West Germany, Apr 1982), AD A116 604
- PP 354
Hall, John V., "Why the Short-war Scenario is Wrong for Naval Planning," 6 pp., Jun 1982., AD A118 702
- PP 356
Cylke, Steven; Goldberg, Matthew S.; Hogan, Paul; and Mairs, Lee; "Estimation of the Personal Discount Rate: Evidence from Military Reenlistment Decisions," 19 pp., Apr 1982, AD A122 419
- PP 357
Goldberg, Matthew S., "Discrimination, Nepotism, and Long-Run Wage Differentials," 13 pp., Sep 1982 (Published in Quarterly Journal of Economics, May 1982)
- PP 358
Akst, George, "Evaluating Tactical Command And Control Systems--A Three-Tiered Approach," 12 pp., Sep 1982, AD 122 478
- PP 359
Quester, Aline; Fletcher, Jean; and Marcus, Alan; "Veteran Status as a Screening Device: Comment," 26 pp., Aug 1982, AD A123 658
- PP 361
Quanbeck, David B., "Methods for Generating Aircraft Trajectories," 51 pp., Sep 1982, AD A122 386
- PP 362
Horowitz, Stanley A., "Is the Military Budget Out of Balance?," 10 pp., Sep 1982, AD A122 368
- PP 363
Marcus, A. J., "Personnel Substitution and Navy Aviation Readiness," 35 pp., Oct 1982, AD A122 420
- PP 364
Quester, Aline, and Nakada, Michael, "The Military's Monopsony Power," 29 pp., Oct 1982, AD A123 657
- PP 365
Greer, William L., and Bartholomew, James C., (Cdr,USN), "Psychological Aspects of Mine Warfare," 15 pp., Oct 1982 AD A128 244
- PP 366
Spruill, Nancy L., and Gastwirth, Joseph L.,* "On the Estimation of the Correlation Coefficient From Grouped Data," 9 pp., Oct 1982, (Published in the Journal of the American Statistical Association, Sep 1982, Vol. 77, No. 379, Theory and Methods Section), AD A122 382
*George Washington University, Dept. of Statistics
- PP 367
Peterson, Charles C., "Soviet Tactics for Warfare at Sea (Two Decades of Upheaval)," 57 pp., Nov 1982
- PP 368
Weiland, Robert G., "The Evolution of Soviet Requirements for Naval Forces--Solving the Problems of the Early 1960s," 41 pp., Dec 1982, AD A123 655
- PP 369
Quester, Aline, and Lockman, Robert, "The All-Volunteer Force: A Positive Perspective," 29 pp., Nov 1982, AD A128 279
- PP 370
Rostker, Bernard D., "Human Resource Models: An Overview," 17 pp., Nov 1982, AD A123 656
- PP 372
Hurley, William J., "An Overview of Acoustic Analysis," 46 pp., Jan 1983, AD A128 316
- PP 373
Jacobson, Louis, "Research to Quantify the Effect of Permanent Change of Station Moves on Wives' Wages and Labor Supply," 35 pp., Jan 1983, AD A128 300
- PP 374
Clay-Mendez, Deborah, and Bellis, Ellen, "Balancing Accession and Retention: The Disaggregate Model," 27 pp., Aug 1982

- PP 375
Feldman, Paul, "Privatizing Airports in Washington, D.C.," 17 pp., Feb. 1983, AD A128 236
- PP 376
Weiss, Kenneth G., "Power Grows Out of the Barrel of a Gunboat: The U.S. in Sino-Soviet Crises," 136 pp., Dec 1982
- PP 377
Anger, Thomas E., "The Outlook for Military Operations Research," 14 pp., Apr 1983
- PP 379
Jondrow, James M.; Chase, David E.; and Gamble, Christopher L., "The Price Differential Between Domestic and Imported Steel," 17 pp., May 1983
- PP 380
Bells, Ellen, "Balancing Accession and Retention: Cost and Productivity Tradeoffs," 38 pp., Mar 1983
- PP 381
Reeves, John M. L., "CNA's Conceptual Design and Cost Models for High-Speed Surface Craft," 23 pp., Apr 1983, AD A128 245
- PP 382
Levy, Robert A., and Jondrow, James M., "The Adjustment of Employment to Technical Change in the Steel and Auto Industries," 40 pp., May 1983
- PP 383 (Revised)
Thomas, James A., Jr. and Mengel, Marc, "Properties of Quick Look Passive Localization," 39 pp., Jul 1983
- PP 384
Goldberg, Matthew S., and Heger, Michael F., "A Comparison of the Prophet and ACOL Force Projection Models," 35 pp., Jun 1981
- PP 385
Angier, Bruce; Driscoll, Kurt; and Gregory, David, "Manpower Requirements Derivation for the Navy Comprehensive Compensation and Supply Study," 22 pp., Sep 1982
- PP 386
Angier, Bruce N.; Driscoll, Kurt A.; and Carpenter, Kathy A., "Construction of 'Training Cost Per Graduate' for the Navy Comprehensive Compensation and Supply Study," 67 pp., Nov 1982
- PP 387
Bells, Ellen, and Clay-Mendez, Deborah, "Balancing Accession and Retention: The Aggregate Model," 20 pp., Jul 1982
- PP 388
Clay-Mendez, Deborah, "Models of Accession and Retention," 11 pp., Oct 1982
- PP 389
Clay-Mendez, Deborah, "A Minimum Recruiting Cost Function for Male High School Graduates," 31 pp., Jan 1982
- PP 390
Clay-Mendez, Deborah, "Documentation for the Recruiting Cost Estimates Utilized in the Navy Comprehensive Compensation and Supply Study," 30 pp., Sep 1982
- PP 391
Goldberg, Larry, "Summary of Navy Enlisted Supply Study," 11 pp., Jul 1981
- PP 392
Warner, John T., and Simon, Bruce, "An Empirical Analysis of Pay and Navy Enlisted Retention in the AVF: Preliminary Results," 51 pp., Dec 1979
- PP 394
McGibney, Donald; Camerini, Ugo; Roberts, Arthur; and Winston, Roland, "Development of an Underwater High Sensitivity Cherenkov Detector: See Urchin," 20 pp., Aug 1983
- PP 395
Curran, Lawrence and Quester, Aline O., "Retention in the Navy's Selected Reserve: An Analysis Combining Survey and Personnel Data Records," 17 pp., Jun 1984
- PP 396
Jondrow, James M.; Brechling, Frank; and Marcus, Alan; "Older Workers in the Market for Part-Time Employment," 34 pp., Aug 1983
- PP 398
Levy, Robert A.; Bowes, Marianne; and Jondrow, James M.; "Technical Change and Employment in the Steel, Auto, Aluminum, Coal, and Iron Ore Industries," 25 pp., Sep 1983
- PP 399
Roberts, Stephen, "Western European and NATO Navies," 23 pp., Nov 1982
- PP 400
Laird, Robbin F., "French Nuclear Forces in the 1980s and 1990s," 37 pp., Aug 1983
- PP 401
Maloney, Arthur P., "The Berlin-Baghdad Railway as a Cause of World War I," 27 pp., Jan 1984
- PP 402
Herz, Henry L., "A Parametric Analysis of Duels," 41 pp., Mar 1984
- PP 405
Peterson, Charles C., "Aircraft Carriers in Soviet Naval Theory From 1960 to the Falklands War," 20 pp., Jan 1984
- PP 406
Bowes, Marianne, "Profit-Maximizing vs. Optimal Behavior in a Spatial Setting: Summary and Extensions," 10 pp., Jan 1984
- PP 407
Laird, Robbin F., "The French Strategic Dilemma," 41 pp., Mar 1984
- PP 408
Marcus, Alan, and Quester, Aline, "Measuring the Productivity of First Term Navy Enlistees," 30 pp., Apr 1984
- PP 410
Weinland, Robert G., "Soviet Strategy and the Objectives of Their Naval Presence in the Mediterranean," 44 pp., May 1984 (Published as Giacomo, Luciani (ed.), The Mediterranean Region: Economic Interdependence and the Future of Society, (London & Canberra/New York: Croom-Heim/St. Martin's Press 1984, pp. 267-291)
- PP 411
Horowitz, Stan, "Skill Mix, Experience and Readiness," 12 pp., Oct 1983

PP 412

McConnell, James M., "The Interacting Evolution of Soviet and American Military Doctrines," 119 pp., Sep 1980

PP 413

Quester, Aline O. and Sicilia, Anne S., "Naval Reserve Forces Throughout the World," 25 pp., Jun 1984

PP 414

Klotz, Aubry, "Career Development of Managers and Executives: A Compendium," 38 pp., Jun 1984

PP 414

Mizrachi, Maurice M., "Can Authoritative Studies Be Trusted?" 2 pp., Jun 1984

PP 416

Nickel, Ronald M. and Tolle, Jon W., "A Sequential Quadratic Programming Algorithm For Solving Large, Sparse Nonlinear Programs," 143 pp., May 1984